

Apprenticeship enquiry to be launched



Gordon Marsden MP (Shadow Minister for FE) and Adrian Bailey MP (Chair of the BIS Select Committee) at our House of Commons debate. See pages 2, 16 & 17

Monday 14 November 2011

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YPLA CEO profile



Peter Lauener talks to *FE Week* about funding 16-19 and more

Page 5

Campus round-up



Take a bow for this Olympic hopeful at Dearne Valley College

Pages 12 & 13

Provider owner also set-up awarding body

FE Week Exclusive

Nick Summers

@SummersNicholas

The owner of one of the UK's largest and "fastest growing" vocational training providers has also created his own awarding body.

Gerard Syddall is a company director and 95 per cent shareholder of Elmfield Training Ltd.

As reported by *FE Week* in June and more recently in the *TES* magazine, Elmfield Training took more than £12 million in pre-tax profits in the financial year ending September 2010, on a turnover of £33.8 million, resulting in a profit margin of roughly 36 per cent.

The company then used the profits to pay a £3 million dividend to its shareholders, of which Mr Syddall was the main recipient.

For this academic year, Elmfield Training has been allocated £37 million from the Skills Funding Agency to deliver apprenticeships to employers including Morrisons, Vodafone and British Home Stores.

However, *FE Week* can also reveal that in May 2009, Mr Syddall set-up his own awarding body, Skills First Awards Ltd, to certificate the Qualification and Credit Framework (QCF) qualifications and apprenticeship frameworks of his other company, Elmfield Training.

Myra Wall, managing director of Skills First Awards, said: "Thanks to our unique positioning, structure and in-depth sector understanding, we are able to work with training providers and employers to deliver relevant, fit-for-purpose work-based qualifications."

"Although setting up as an awarding body was very demanding due to the rigour of the recognition process

in place, we are extremely proud of the growth we have achieved to date and our customer base and qualifications portfolio is rapidly building."

Despite referring to multiple "training providers" and "employers", a spokesperson from Skills First Awards was unable to confirm they work with anyone other than Elmfield Training.

When asked about clientele, *FE Week* was referred to a testimonials page which displays a number of employers handled by Elmfield Training.

Elmfield Training refused to comment on Mr Syddall's relationship with the awarding body at the time of going to print.

The governing body of Skills First Awards - like all awarding bodies - has until May 18 to confirm they are working in compliance with the General Conditions of Recognition developed by Ofqual.

When asked about the relationship between Elmfield Training and Skills First Awards, a spokesperson for Ofqual said: "The conditions set out the requirements for managing any potential conflicts of interest in the delivery of regulated qualifications. Any breaches of the conditions of recognition could lead to regulatory action taken against the awarding organisation."

The spokesperson added: "We have met with the governing body to discuss the transition to the new regulatory arrangements."

Skills First Awards was allowed to offer regulated qualifications on the National Qualifications Framework (NQF) in July 2009.

They were later recognised for the Qualifications and Credit Framework (QCF) in December 2009 and Key Skills in February 2011, under the Statutory Regulations 2004 and QCF Regulatory Arrangements 2008.

The HKF awards



The Helena Kennedy Foundation awards at the House of Lords

Page 15

Sudoku fun!



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Page 20

inside...

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Newcastle College Group ‘merge’ with Rathbone

Nick Reinis
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One of the largest educational providers in the country is on the verge of adding another arm to its portfolio.

Subject to Skills Funding Agency approval, Rathbone, a UK-wide voluntary youth sector charity, will merge with NCG, formerly Newcastle College Group, which currently comprises Newcastle College, West Lancashire College and the Intraining Group.

Rathbone will work as part of NCG to create a “sustainable organisation which retains charitable status and builds on its outstanding work with disadvantaged young people and help to generate further growth” for the charity.

Through its 70 offices UK-wide, Rathbone supports 14 -24 year olds previously not in education, employment and training (NEETS) whose needs may not have been met by experience in education or who need extra support.

NCG already delivers education and training to 70,000 individuals and 7,000 businesses from more than 45 locations across the UK.

NCG say the merger will help both organisations to benefit from each of their experiences in the sector and compliment their expertise.

Tom Newbould, group director of marketing and communication at NCG, said: “Rathbone and NCG have identified an opportunity to work together to increase the benefits to the young people they engage and train.

“Rathbone complements NCG’s existing divisions and brings new skills and expertise in the areas of foundation learning, social cohesion and engaging with some of the country’s most hard to reach young people. Many are in areas where NCG have no significant activity.

“NCG operates from over 35 locations across England and Scotland and includes opportunities for young people in sectors that Rathbone cannot currently offer.

“Discussion took place between both organisations, the starting point of which was a shared vision of learning and its importance.”

Mr Newbould also confirmed that there are “no current plans” to change the structure of Rathbone following the merger.

He added: “The Rathbone name will remain following the merger and our mission - to help young people to achieve - will also remain.

“Rathbone will continue to operate as a Registered Charity and part of the third sector.

“It will be ‘business as usual’ and there are no current plans to change the organisational structure.

“We believe this merger will move all of us closer to Elfrida Rathbone’s vision of helping young people to succeed through learning by allowing Rathbone and NCG to engage and help more young people than ever before.”

But while one door is opening for NCG, another one appears to be only ajar - as its merger with Northumberland College has been “deferred” by John Hayes, minister for further education, skills and lifelong learning.

However, NCG insist the merger is “following normal process” and has denied the merger has been delayed. Instead, they are urging the government to move forward with the plans.

Mr Newbould said Jamie Martin, chair of governors at Newcastle College, and Linda Ions, who holds the same position at Northumberland College, have written to Mr Hayes saying all issues between the two colleges have been resolved. The governing bodies of NCG and Northumberland College have also written to Mr Hayes reaffirming the commitment to the merger.

Mr Newbould added: “The merger has not been delayed or halted and both governing bodies are encouraging the minister to expedite the merger. We can reassure everyone in the North East and particularly learners in Northumberland that we could not be any more committed.

“We are planning to invest £77 million over the next four years in educational facilities in the North East. This is an indication of our total commitment to the North East economy at a time when investments of this scale are rare.

“Once the merger is approved we look forward to sharing our exciting plans with the county of Northumberland, which include ambitious plans for refurbishment of facilities for learners in the county.”

A BIS Spokesperson said: “Due to a number of unresolved issues the Further Education Minister John Hayes has deferred taking a decision on this matter.”

BIS Select Committee to launch apprenticeships enquiry

Nick Reinis
@fenickr

An enquiry into apprenticeships will be launched by the Business, Innovation and Skills (BIS) Select Committee in the new year.

Adrian Bailey MP, chairman of the committee, made the announcement at the ‘Real or Re-brand?’ apprenticeships debate, organised by *FE Week*, at the House of Commons last week.

Although terms of reference for the enquiry are yet to be decided, it is hoped it will be heard in February. An early call for evidence could also be sent out next month.

Mr Bailey, speaking during the debate, said: “My committee will be doing an enquiry into

apprenticeships, probably February of next year, and I’m sure there are an enormous number of people in this room today, who would want to submit evidence to that enquiry.

“So please look out for that and submit it, but don’t feel constrained about the committee’s timetable, I’m very happy to receive your submissions at any time on issues surrounding apprenticeships.”

James Davies, clerk of the committee, said: “We haven’t got as far as publishing the terms of reference.

“This is an issue the committee has identified as one they wish to proceed.”

The National Apprenticeship Service (NAS) said: “The NAS welcomes the Parliamentary interest and is happy to contribute to the

FE Week news in brief

SFA employer fee spreadsheet

The Skills Funding Agency Update 82 reminds colleges and other providers that they must for the first time complete and return a spreadsheet detailing employer contributions. The Update states: “All providers who received Employer Responsive (ER) funding during 2010/11 are required to send an annual aggregate return detailing the amounts and types of employer contributions received during that year. The return date for this collection was November 11 when the final ER Individualised Learner Record return for 2010/11 will close.”

It is likely that this information will be used to inform future fee strategies and targets, as referred to in SFA Guidance Note 6.

YPLA concerned about data return

The Young People’s Learning Agency (YPLA) has highlighted the significance of colleges R04 data return, due by December 6. Their latest e-bulliten states: “This is the key return in the 2012/13 allocations round in relation to learner number data for 2011/12. We will all need to pay particular attention to the quality of the data returned through R04 because of the level of change which has taken place this year.

“As in 2011/12, if there are significant issues with data submitted in the return, we will consider business cases to resolve any problems affecting lagged learner numbers.”

Adult FE and skills learners fall 411k

Provisional figures published in the October Statistical First Release show that the number of learners classed as participating in the Adult (19+) FE and skills sector fell 411,300 (-12 per cent) in 2010/11. This included a fall of 67,000 (-9 per cent) for learners participating in Adult Safeguarded Learning (ASL), from 752,800 in 2009/10 to 685,800 in 2010/11. For a more detailed breakdown of the figures turn to pages 10 and 11.

enquiry. The NAS will review the recommendations and the Government’s response in due course.”

Mr Bailey also used the debate to raise his own questions about apprenticeships.

He said: “Obviously there is great political support, both business and public support for apprenticeships.

“But the important thing is that they are genuine apprenticeships, contributing to the economic and business objectives which they are designed to realise.

“We have these figures of the substantial increase in apprenticeship, but what is the reality of them? Is it just a rebranding of train to gain, or are they genuinely targeting the issues surrounding young people?”

IfL question £6k ITT qualification

Nick Reinis
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Questions have been raised over the further education (FE) sector's ability to attract experts into teaching in the face of proposed government reforms.

The Institute for Learning (IfL) has expressed concerns about proposed teacher training reforms and the implications of funding changes for initial teacher training (ITT).

In responses to two government consultations - *Attracting, training and retaining the best teachers* and *New challenges, new chances: next steps in implementing the further education reform programme* - the IfL highlighted several policy areas for closer examination and review.

It was concerned about the sector's ability to attract experts from industry into the teaching workforce, when ITT tuition fees rise significantly from 2012, and the lack of parity between teacher training opportunities in the education sector.

IfL's chief executive, Toni Fazaeli, said: "Our data shows that the average age of new teachers and trainers coming into our sector is around 37, by which time individuals are likely to have a family, mortgage, and other financial commitments

"The prospect of taking on additional debt of at least £6,000 for ITT qualifications could deter them from moving into teaching as a

second profession, where their pay is likely to be lower.

"It cannot be right that while teacher training in schools attracts generous bursaries of up to £20,000 for priority subjects, there is no such support for those wishing to teach or train in FE and skills, even if their professional expertise lies in science, technology, engineering or mathematics."

The IfL also believes the Troops to Teachers programme should be funded in FE, while the facility for young people aged over 14 to benefit from being taught by vocationally trained experts should be "at the heart" of the education system.

Mrs Fazaeli added: "The education select committee should recommend an urgent review of the likely implications and potential remedies to mitigate the impact of tuition fee increases, such as writing off student debt for trainee teachers, providing tax relief or offering generous bursaries on a par with those for school teacher trainees."

IfL's concerns are shared by the Universities Council for the Education of Teachers (UCET).

Their executive director, James Noble-Rogers, said: "The new fees regime could undo progress towards professionalisation and parity of esteem with schools, have an adverse impact on widening participation and damage the quality of students' education.

"The problem could easily be solved through bursaries or a continuation of direct funding for training courses."

NCFE in partnership with Reed

Nick Reinis
@fenickr

An innovative collaboration between an employment and skills provider and a national awarding body will be unveiled this week.

NCFE and Reed in Partnership say that the partnership will have a profound impact on how colleges support students from learning into the workplace.

It is due to be officially revealed at this week's Association of Colleges (AoC) Annual Conference and Exhibition in Birmingham.

The model the two organisations have developed provides learners with the REED NCFE Level 1, 2 and 3 Awards in Job Search and Interview Skills.

This can be further reinforced by a tailored programme of student and employer engagement, employment consultation, job brokerage, careers advice and work experience.

David Grailey, chief executive of NCFE, and James Reed, chairman of Reed, will speak at a seminar to launch the initiative on Wednesday.

They will be joined by Lawrence Vincent, principal and chief executive of Bournemouth and Poole College, the first college to work with The REED NCFE Partnership to create greater opportunities for their students and track their success.

Opening the seminar "Can your college do more to equip students for the labour market?" Geoff Russell, chief executive of the Skills Funding Agency (SFA), will be presenting on funding plans for Employment Outcomes and

Progression in Work.

Mr Reed said: "We believe the collaboration between NCFE and ourselves will equip students to succeed when taking the step from learning into work.

"It is essential learners have the right skills and mindset to appeal to potential employers as well as realistic expectations for their first job.

"There is clear evidence that if learners have the correct mindset they are far more likely to be attractive to employers."

In a recent global survey of 1,264 employers conducted by REED, 97 per cent put mindset ahead of skill set when recruiting.

In a further study of 30,000 CVs, comparing successful CVs against unsuccessful CVs, REED found demonstrating your mindset in action on your CV tripled the chances of getting and keeping the best job.

Mr Graile said: "Crucially, it's also very much in line with the government's strong focus on evidencing positive employment outcomes for students, which will affect funding for education institutions in the near future.

"The REED NCFE Partnership offers colleges an efficient destination tracking service delivering valuable careers information about students.

"This is a package tailored to the needs of learners and employers in a local area.

"It will positively enhance employment outcomes by brokering, managing and offering learners a wide variety of suitable job opportunities, which will include apprenticeships in the hidden labour market, enabling colleges to draw down significant additional funding."

CENTENARY CONFERENCE

18 - 19 JANUARY 2012



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The Conference will take place at Staverton Park Hotel, Daventry, and will launch a year of activity to celebrate EMFEC's first 100 years.

Day one of the Conference will start with a pre-conference evening dinner and charity auction to allow debate, discussion and networking in a relaxed and sociable environment. EMFEC's adopted charity for 2012 is the Helena Kennedy Foundation.

The second day of the Conference will be a full day with key note speakers and workshop leads who will inspire and stimulate debate about the challenges the sector faces as well as an 'In conversation' session with John Hayes.

On the afternoon of the 18th, there will be an AoC East Midlands Chairs of Governors and Principals' Policy Forum prior to the networking dinner.

Fees

Members and Associate Members:

£235 Pre Conference Dinner and Conference*
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Case Study

The Manchester College, one of the largest in the country, uses bksb via the Internet and intranet across 23 campuses. The learner-centric bksb approach motivates and builds the confidence of learners, as well as ensuring that they have the necessary skills to succeed on their course and in their future careers.

Using data from bksb, The Manchester College are able to produce comprehensive reporting and analysis of achievement levels. This information is vital for internal quality procedures, as well as providing statistical information to government departments and for inspection.

Connie Vitello, Initial Assessment, ALS and Assistive Technologies Co-ordinator at The Manchester College said: "Achievement and success rates are high as all learners are placed on the correct level of course. The bksb diagnostic assessment ILP clearly identifies a learner's weak areas, so that they can upskill the relevant areas required. The bksb learning resources greatly assist learners in upskilling their weak areas - thus achieving on the course. We are not aware of any other product which will provide the range and quality of learning and reporting for the students and the college."

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Sector leaders gather for the AoC conference

Nick Reinis
@fenickr

It is the biggest event in the FE calendar - the a chance for colleges managers and leaders to discuss policy and swap innovative ideas.

But when the Association of College's (AoC) Annual Conference rolls into Birmingham tomorrow, what will be the key message?

Although a quick scan of the programme shows a wealth of topics, such as future funding changes and policy updates, Martin Doel, the chief executive of the AoC, believes the main talking point of discussion could be college deregulation.

As revealed by *FE Week* in September, the Education Bill contains measures to give colleges greater freedom from government control - which could see more power handed to governing bodies and more freedom over instruments and articles.

Once the finer details are debated in the House of Commons today, Mr Doel is keen to discuss its potential impact with his 352 member colleges.

Mr Doel said: "It's inevitable there will be discussions on funding, but what I would like to talk about responsibility and how we will use it. We need to think where we will be in three to five years and what will the world be looking like."

But away from the weighty discussions and number crunching, Mr Doel insists there is more to the AoC's premier event.

He said: "There will be some fun and opportunities to socialise. We want people leave energised, rather than feeling like they need to put their boot straps on."

To do this, the programme for this year has been substantially refreshed, with clear objectives for each of the breakout sessions.

While some of the more than five hours worth of sessions will tackle the latest issues in the sector, others will celebrate achievement.

If that's not all, there will be more than 80 exhibitors in the vast conference hall and more than 15 key opinion formers in the plenary sessions.

Talks will be held by important FE figures including John Hayes, minister for FE, skills and lifelong learning, and Geoff Russell, the chief executive of the Skills Funding Agency, as well as Mr Doel himself and Fiona McMillan, president of the AoC.

The new shadow secretary for education Stephen Twigg will also be in the hotseat at the conference in place of Andy Burnham MP.

And this week's three-day event will see the culmination of a year's work to ensure the conference is ready and focusing on the right - and timely - issues.

Mr Doel said: "The evaluation process goes

on straight away after the conference finishes. We do a big debrief when things are fresh in our minds.

"We then won't set the main themes until later in the year. We want the conference to be able to focus on the things people are talking about."

He added: "The breakout sessions are good. We do limit it to 13 per session to ensure that they get a good audience.

"Obviously, there will always be things you have to move around. But it's a big sector and there's a lot to talk about."

With the aim of helping colleges "thrive, not just survive" the AoC has set itself a high

target - but Mr Doel is confident it can be achieved.

He said: "It's always a mixture of trepidation and being excited to be doing the conference again. But I'm looking forward to it. We go the whole year speaking to our 352 member colleges and this is the one time we see them all in one place."

However, despite his delight at an overall increase in visitors, Mr Doel is disappointed at a reduction in the number of people attending from government agencies, such as the Skills Funding Agency or the Young People's Learning Agency.

Over the last few years, Mr Doel said he has seen the number of people from such departments fall from around 150, to roughly 30.

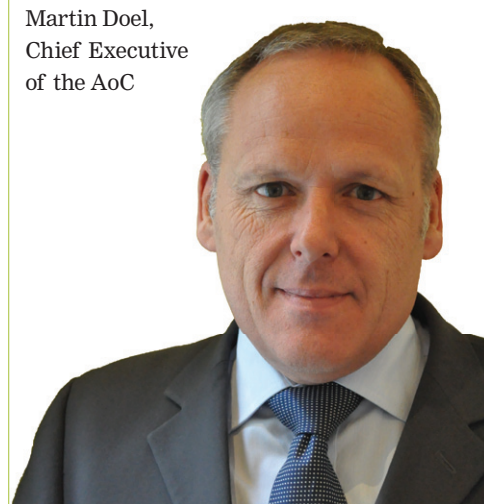
"Fundamentally, Mr Doel says, the conference is a chance "to get together and talk about challenges and positives" within the sector.

It is for this reason he is trying to find a way to win them over.

He said: "The numbers are up overall, but the number over the last two years has fallen substantially in terms of government bodies and agencies.

"I understand pressure on government funding but we need to think about how to get them back to the conference, but not commercially."

Martin Doel,
Chief Executive
of the AoC



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FE Week investigates

FE charity in administration

Learning and Skills Network (LSN) placed in administration after turnover dips by £29 million in two years and pension liability leaves an £8 million hole - but it is ‘business as usual’ for staff as buyers are sought

Nick Reinis
@fenickr

Struggling for income and with a crippling multi-million pension liability, a charity with more than 25 years of experience in education has been forced into administration amid claims of diminished funding due to government spending cuts.

Ian Oakley-Smith, David Hurst and Karen Dukes of global financial experts PricewaterhouseCoopers (PwC) were last week appointed as the joint administrators of Learning and Skills Network (LSN), which provides educational expertise for businesses and agencies the public and private sector in the UK and abroad.

PwC say the charity, which was due to publish its annual report and financial statement this month, had a turnover of around £13 million for the 2010/11 financial year - a small figure compared to £27.5 million over the previous tax year and £42.6 million in

2008/09. However, administrators have also revealed that although LSN has “no debt”, the charity does have a “contingent pension liability” of £8 million.

“The charity first contacted us in February regarding its financial position and has been providing us with regular updates on its situation”

In other words, if every member of staff retired and drew their pension LSN would left with a multi-million pound deficit.

It is for those reasons that PwC say the board of trustees at LSN came to the difficult realisation that they could not carry on any

further. Mr Hurst, joint administrator and a director at PwC, said: “The charity operates a number of businesses and has suffered a dramatic decline in contract income since 2009, with its funded programmes diminished due primarily to the cuts in government spending.”

He also added: “As a result of the decline in income and significant pension liabilities within the charity, the trustees concluded that they were unable to continue and have placed the charity into administration.”

However, enquiries by FE Week have revealed the move may have taken up to nine months to make, with the Charity Commission, which regulates charities in England and Wales, aware of LSN’s financial troubles back in February.

A spokesperson for the regulator confirmed that they have been made aware of LSN’s current position but said their involvement would be limited.

The regulator also denied that they had been reviewing or investigating the charity prior to the news.

She said: “We have been informed by the LSN that the charity has been placed into administration.

“The Charity Commission cannot intervene in the internal administration of a charity; therefore our role in these circumstances is limited.”

However, she added: “The charity first contacted us in February regarding its

businesses at a cost to LSN of £8.87 million, a merger in July 2010 with National Extension College, the joint management of Reading College from August 2010 and also the establishment of a Shared Service programme for colleges.

These hopes caused LSN to aspire to reach an income of £50 million for 2010/11, which it planned to grow year-on-year, according to the report.

The same report also revealed the £8.87 million investment cost of the three businesses LSN acquired - FE Associates, Learning Resources International and Connections Oxford - also included £7.46 million in “goodwill”.

This would be the amount of money by which LSN paid above the net tangible assets of the three companies.

LSN employs 117 staff over five locations - with 48 at its London base. A further 14 work at offices in Oxford, 16 in Olney, 26 in Cambridge and 13 in Belfast.

They work at five separate businesses: Technology for Learning, National Extension College (NEC), Education, Skills and Research, Development Services, Learning and Skills Development Agency (Northern Ireland) and Learning and Skills Network.

For the staff, PwC say it is “business as usual” as they look for buyers for the “successful businesses” within the charity’s structure.

Mr Hurst said: “Our immediate priority is to seek buyers to enable their long term survival, preserve jobs and continue supporting customers and students. We would encourage any interested parties to contact us as a matter of urgency.”

Although unusual to see a charity in this kind of financial situation, Mr Oakley-Smith, the director and head of charity advisory at PwC, said it is becoming more and more common.

He said: “There has been an increase in the number of financially distressed charities approaching us for advice and assistance in recent weeks and months as the Spending Review begins to impact the charities reliant on government support.”

However, Mr Oakley-Smith is confident of finding a buyer for LSN.

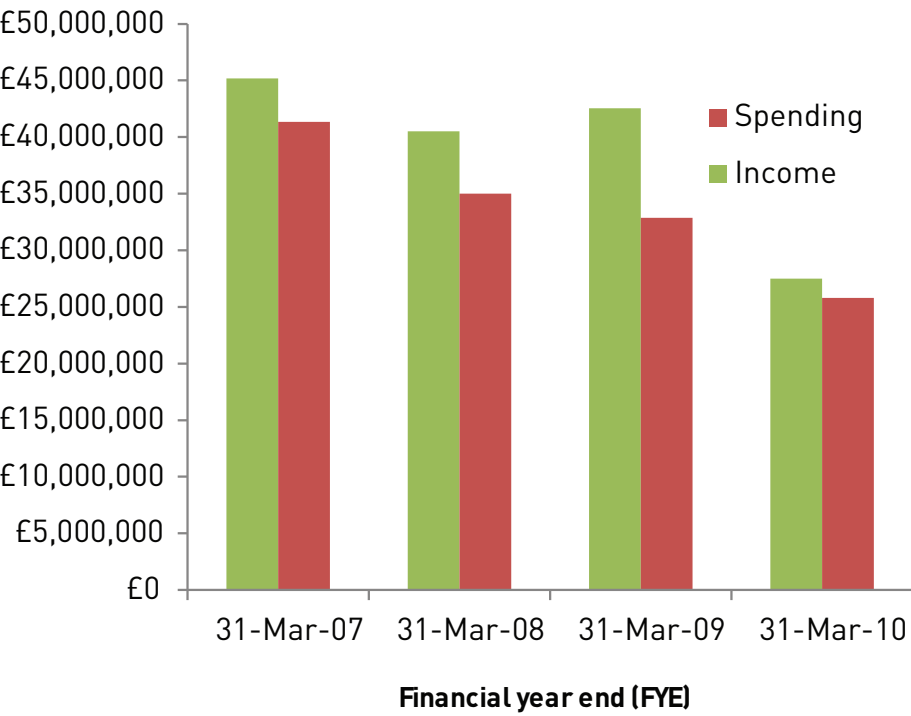
He added: “LSN has more than 25 years of experience of high quality delivery in the education sector.

“It is an organisation which has excellent relationships across all levels within the sector, previously working to deliver large scale projects and innovative solutions for clients including UK government and its agencies, FE institutions and large private sector clients.

“It appears there is a good deal of interest in a number of LSN’s activities and we are hopeful they will be able to continue under different ownership.”

Financial summary

Financial year end (FYE)	Income	Spending
31-Mar-10	£27,488,452	£25,789,995
31-Mar-09	£42,555,200	£32,865,373
31-Mar-08	£40,516,000	£34,989,000
31-Mar-07	£45,171,000	£41,351,000



“It appears there is a good deal of interest in a number of LSN’s activities and we are hopeful they will be able to continue under different ownership.”

financial position and has been providing us with regular updates on its situation.

“Although we have been in regular contact with LSN, we are satisfied there is currently no regulatory role for the Commission.

“We have not ‘reviewed’ or investigated the charity.”

A closer look at LSN’s financial statements for 2009/10 revealed that despite a decline in the income from the previous year, the charity had high hopes for improvement in the proceeding year.

The report says a “new financial strategy in 2009” resulted in four key points which “will generate a significant increase in income” in 2010/11.

Those included the acquisition of three

FE Week profile

Geoff Russell ~ his story

Janet Murray

@jan_murray

The Chief Executive of the Skills Funding Agency talks to *FE Week*

One crisp Monday morning, back in 2009, Geoff Russell found himself sitting in the department of innovation, universities and skills (DIUS), with a shiny new Blackberry in his hand. The previous Friday, he'd had a call about "a finance job somewhere in Whitehall" but he wasn't exactly sure what the job involved. "I was looking at the BBC website when I spotted that I had been appointed the chief executive of the Learning and Skills Council (LSC), which is actually how I found out about it, because no one had actually got round to telling me," he recalls.

Russell, who is far more candid and witty than his reputation suggests, admits he turned to Google for help. "I hadn't the faintest idea what the LSC was, let alone what further education was," he says, laughing.

He may make light of it now, but he couldn't have taken on the role at a more difficult time. His predecessor Mark Haysom, had just resigned after the college capital funding fiasco and the quango was due to be disbanded to make way for two new organisations – the Young People's Learning Agency (YPLA) and the Skills Funding Agency (SFA).

A self-confessed workaholic, Russell went into overdrive working "every single day, every single hour that I wasn't sleeping." He even started taking taxis to and from the office to fit in more Blackberry time (funded out of his own pocket, he adds quickly, when his press manager starts eyeballing him).

"I have never done anything so difficult in my life," he says. "It was the biggest quango in the country, had five million customers, pushed out £50m a day doing all the education of 16-year-olds and it had also been abolished. So it needed to be fixed, run and then shut down...so it was about making sure all those people had a home and that the LSC came to a smooth landing while at the same time, the YPLA and the SFA had a safe take-off."

But with over 30 years experience in financial management in both the public and private sectors, Russell seemed well-equipped for the challenge. Raised in Canada, he relocated to the UK in 1988, when he was working with the accountancy giant KPMG. While he discovered early on in his career that he was a "pretty crappy accountant," fortunately he was a good people manager, something he attributes to his subsequent career success.

Two years after arriving in the UK, Russell was offered a job in the Treasury looking after financial management policy in Whitehall, which proved to be a big culture shock. "I

really wondered what sort of fantasy land I was in," he says. "In the public sector, they rarely measure what they deliver and they haven't the faintest idea what it costs – so it is quite hard to measure performance."

He went back to KPMG after a couple of years, as a partner. But with new blood rising up the ranks, he sensed changes were afoot and decided to leave – which is when the LSC role came up.

Russell says he only planned to do a year in the job, but after being sat on by various government officials, agreed to stay on. "I was going round the country saying 'Don't worry it's going to be alright' to everyone and people started saying to me 'It's alright for you, you're bugging off in April, aren't you?' So I felt a bit guilty about that..."

Behind Russell's self-effacing, easy manner, there is a sense that he would like to say more or even, perhaps, that he has a mischievous side. The UK has the most complicated education system in the world, he says, at one point. "They try and simplify it and I have decided that actually what they do is this thing called 'complication...' he breaks off, with a mock-complaint that his press manager is giving him "significant looks."

And while "things have got progressively more sane" since the LSC closed (he no longer works 18-hour days for one), there are still challenges. Government officials, for starters.

"The culture change for someone like me from the private sector, who is used to making decisions rapidly based on, generally, an urgent need, always on imperfect information, without having to ask 16 people...I'm not saying that's wrong, because that's the way government works, but it's hugely frustrating for me, who is not used to working that way," he says.

"I hadn't the faintest idea what the LSC was, let alone what further education was"

But he is positive about moving from the "crisis management" involved in shutting down the LSC to a new "lighter, simpler, less bureaucratic" remit at the SFA. While there is currently a price list of some 10,000 courses, by 2013/14 this will have been reduced to just 30, he says. And a single adult skills funding pot should also make life easier for everyone in the sector, he says.

He bats off accusations that the implementation of this long-awaited simplified funding system has been delayed, saying he is not aware of "any specific commitment as to when we would bring in the new system."

The SFA is actually running a kind of dress rehearsal at the moment (which he



calls "shadow running"), he says, whereby providers will be told how much funding they would have got under the new system, so they can make plans for next year. "If you think about it, if you have a price list of 10,000 and you suddenly compress it down to 30, there are going to be some winners and losers."

I'm a relatively impatient person, and I would like to put this system in tomorrow, but you can't blow up the system even with good intentions. One of the comments we consistently got from the consultation was 'you need to give us time to adjust, you need to communicate very clearly,' so we have published quite clearly what we intend to do quite a long time in advance."

Communication is clearly something Russell prides himself on, and he is well known in the sector for his weekly 'what I've been up to' emails to staff. But, he says, not everyone is so keen to hear about his weekend away or what his dogs have been up to.

"I've had emails from quite junior people saying, 'That is just drivell. How could you say that?' And I always write them back and say, 'Well, I'm sorry you think it was drivell, but actually that's my life.'

Sometimes I might have to say that 200 people are leaving the organisation or bad things are happening. Some people say, 'How can you sit there and talk about your dogs and then go on to talk about horrible things in the organisation?' but the point is... if anyone in this organisation feels that they can write me an email and tell me what they think about the business or themselves or my dogs, that's the kind of culture I want. I want an open culture

where we say what we think."

Also unpopular with some staff is his ambition to introduce performance related pay, he says. Some of them have told him, straight out, that they think it is divisive. "And I say, 'yes it is. It is dividing people who are good and people who need to improve'... because we are an operational organisation it is easier to measure what our people deliver, so to my mind, it is not very healthy to have to pay two people the same amount, one working really hard and the other not doing very much."

I think that's divisive, and I'd rather annoy the people who aren't doing very much than annoy the people who are contributing."

While he has no firm plans to move on just yet, if the right opportunity came along, he would consider it, he says coyly, before adding that, earlier this year, he was asked to apply for a job running a university. I tell him I could see him running a new, privately-funded university. "No comment," barks his press officer, rather too jovially and I wonder if I've struck gold.

The biggest reward of working in FE, says Russell, is going out to speak to learners. "I live pretty close to my emotions and some of the stories... I can barely tell this one," he says, and for a horrible moment, it looks as if he might cry.

He goes on to tell a story about a Polish student he met in Leicester who arrived in the UK three years ago with no English and has just been accepted into Oxford. "I have heard stories like that over and over and over again and yes, it's a cliché, to say that you transform people's lives – but you really do."

FE Week profile

Peter Lauener ~ his story



Picture by Nick Linford

Janet Murray

@jan_murray

The chief executive of the Young People's Learning Agency talks to FE Week

Numbers have always been Peter Lauener's thing. His first job, at the age of 13, was checking calculations on pension funds for his father, who was an actuary.

"We (Lauener and his brother) were paid two and six an hour which was big money in those days, so we'd happily spend three hours in an afternoon checking these calculations and we were very pleased when we discovered one or two things wrong during the checking."

Educated at George Watson's College, a fee-paying school in Edinburgh, Lauener, who is now chief executive of the Young People's Learning Agency, was, by his own admission, "a bit of a nerd." Learning just seemed to come easily to him.

And when he was wasn't doing financial consultancy for his father, the young Lauener was collecting stamps and poring over football books on the Hearts of Midlothian and Scottish football teams, which he followed

obsessively. It was a happy childhood, and one, he jokes, that could only been improved by being good at rugby (he was so bad he didn't even make it into the eighteenth – and bottom – team at school).

At 18, Lauener went off to study Economics at Durham University, where he met his now wife Angie and spent his student grant doing up his beloved Minivan. Although he enjoyed his subject, there was never any grand career plan to become an economist; after securing a place in the civil service after university, it just seemed like a "natural progression" for him, he says.

"it's all about making sure everyone in society gets the opportunities to realise their potential, whatever route that takes them"

While he went on to do a variety of roles, what really fascinated Lauener was labour market economics, so when he got the opportunity to work for the Manpower Services Commission (MSC), whose remit was to co-ordinate employment and training services in the UK, he jumped at the chance.

Lauener is reserved and quietly-spoken, but he is visibly passionate - evangelical almost - about the work of the MSC; so much so, he

keeps returning to the topic, throughout our interview.

Having joined at a "fairly junior level," he got involved in developing youth training programmes and started to get noticed (namely for being able to cope with complicated funding calculations) and, in the space of a few years, rose from middle management level to running an office of 150 people and an annual budget of £50m.

What really inspired him about the job was the chance to make a difference. While highly politicised at the time (they were initially criticised for providing unemployment relief), some of the youth opportunities programmes were a real force for good, he says. "It was a terrifically exciting place to work. This idea of trying to take something that had started as an unemployment measure and build quality training was really exciting.

For the first time a whole raft of young people who had not had the opportunities at school were getting structured work-based training...it was fun and there was this feeling that anything was possible and you could change society and make a difference and make things happen."

When the MSC was wound up in 1990, Lauener stayed with the civil service, doing similar work, that mostly centred around designing funding schemes, managing budgets and programme delivery. The decade that followed saw significant structural changes, the biggest being the merger of the education and employment departments in 1995.

When he got wind of the chief executive role of Young People's Learning Agency (YPLA) which along with the Skills Funding Agency (SFA) replaced the Learning and Skills Council (LSC) when it was abolished last spring, Lauener thought it would be right up his street. "I knew the job was going to be advertised and I was watching out for it.

"I'd applied for other things which I'd missed out on, but when this one came along I thought 'well, this is the one I really ought to go for and so I went for the interview and was lucky enough to get the job," he says, modestly.

But by the time he had accepted the job, the Conservatives (then in opposition) were already plotting their 'bonfire of the quangos' and the Liberal Democrats were "not at all keen" on the role of the YPLA, which looked after 16-19 funding. "I did think to myself: 'oo-er,' is this a wise move...and I did wonder if it would be a long lasting job," he recalls.

The YPLA did survive the quango bonfire, but after months of planning for funding responsibility to pass from central government (via the LSC) back to local authorities (a legislative change made under the previous Labour government), four months later, the YPLA had to switch back to direct funding.

Added to that, the new government had wasted no time rolling out its academies expansion programme. "When we started we were funding just 203 academies and now

there are over 1,400, so just keeping pace with that and the pre-16 funding, which is much more complicated...it's much more difficult to get it right and systematic," says Lauener.

And there are more big changes afoot. In April, the YPLA will become the Education Funding Agency. Under its new name, it will be responsible for the funding of all 16-19 education, free schools and academies and those schools that have not yet become academies, meaning its annual budget will swell from £12 billion to £50 billion.

But after building the YPLA from scratch, Lauener says staff can rise to the challenge. The toughest part will be making budgets stretch. "The government is, quite rightly, wanting significant improvement in value for money...but everywhere there are budget challenges and we just need to take things as simply as possible so that schools and colleges and providers at the front line get a fair deal through the funding and make the most of that to deliver the best service."

"When we started we were funding just 203 academies and now there are over 1400"

So will he be working around the clock to build this new organisation? It isn't a 40-hour a week job, concedes Lauener who says he usually works most evenings during the week. But he is not a slave to his Blackberry and does try to keep his weekends free for family (he has three grown up children) and leisure.

In his spare time he enjoys walking, drinking - and collecting - nice wine and reading. He also likes working with his hands and is proud of the fact he installed the central heating in his house ("although that wouldn't be allowed now," he adds) and did some rewiring.

He also harbours an ambition to "learn how to plaster properly" (cue another hasty interjection, this time to point out that at 57, he is not planning to retire any time soon) and do more woodwork, something he still feels frustrated about not being allowed to do at school.

When he does finally leave education, what he would most like to be remembered for is helping to improve the lives of young people in a way that really excites them. He explains: "We need to get away from this notion that there's higher education over here and continuing education and training over here...when I worked at the MSC, I saw many young people who didn't take to the traditional education in the way that I did; they didn't happily enjoy doing sums like I did so their potential was not realised...it's all about making sure everyone in society gets the opportunities to realise their potential, whatever route that takes them."

FE Week expert

Will 'change' be the buzz word at AoC conference?



November is always a busy month for the FE world, not least because the sector's AoC Annual Conference thrusts FE policy into the spotlight.

This year looks like being no different with the Chancellor's Autumn Financial Statement, details on the education and skills component of the Growth Plan, an updated Skills Investment Strategy, a participation strategy for 16-24 year olds, a new form of Employer Investment Funding and a new Strategy around Innovation, along with some follow-up activity to the series of consultation papers issued over the summer, all likely to follow in quick succession over the next few weeks.

Not all of course will be announced at the sector's annual gathering, the Chancellor's Statement and accompanying Growth Plan have for instance been earmarked for the end of the month, but it's a sign of how much activity is building up around the sector. Broadly this change can be seen in five areas.

First, changes to the skills system itself with a review of some agencies such as the SFA, a change in remit for others such as HEFCE and the UK Commission and a change in name and status for others such as the YPLA. Part of the drive here is to free up providers so that they can be more responsive to their customers rather than to Government Bodies.

A similar approach is happening at sub-regional level with the development of Local Enterprise Partnerships (LEPs,) Enterprise Zones, Business Coaching for Growth and, in some areas, the introduction of local mayors, all in varying degrees tasked with leading local development and regeneration where possible.

Second, changes to the provider system evident in the creation of new players such as UTCs, Technical Academies and sector-based Work Academies for younger learners and National Skills Academies and Skills Centres and a network of Technology and Innovation Centres for the adult and business market.

The drive here seems to be to strengthen some of the delivery infrastructure around key industries, renewable energy and cell technology for instance under Technology and Innovation Centres, while providing competitive options for learners within mainstream provision.

Third, some changes to the funding system, taking place of course against a difficult set of financial constraints. Obvious issues here have been the reductions in capital budgets, the ending of the EMA system, the piloting of outcome incentive payments and the trialling of direct apprenticeship funding for some large employers.

Simplification of the funding system is now set for 2013/14 with equalisation of the 16-19 funding playing field due to follow the year after, but a pressing issue for many is the shift towards a fee loan system for higher level provision from 2013. The drive here appears to be sharper targeting of core funding, a focus on outputs and an increasing shift in the burden of funding from the state to the consumer for higher level provision.

Fourth, some changes to learning programmes with new design principles being introduced for all 16-19 learning programmes, continuing emphasis elsewhere on basic skills and Level 2 provision, a big push on qualifications that align with labour market needs and growing demand for employability and training programmes. Policy debate continues about the case for a Tech Bacc, about the nature of apprenticeship provision and about ways of enhancing employer provision but the big drive here, as with much of the education world is the quality of what's on offer and the emphasis on teaching standards.

Fifth, some changes to performance management with a reduction in blanket measures such as uniform annual self-assessments and other audit reporting and a shift towards institutionally derived measures with external referencing in areas like progression and destination analysis along with 'customer' responsiveness.

At the same time, Ofsted is conducting its own consultation on inspection arrangements for the FE sector while an independent review looks into professional membership arrangements. The drive here therefore is a reduction in centralised performance measurement and reporting in favour of a system that is more targeted and increasingly institutionally driven.

In summary, FE is being primed for a key role in skilling the country for growth; more Dick Whittington than Cinderella.

Steve Besley is Head of Policy at Pearson @stevebesley

FE Week expert

Establish an FE newspaper? Where did that come from?!?

FE Week has been a remarkable journey for me, personally.

I am all too aware that some college principals are confused about my intentions, and wonder where Nick 'Meddling' Linford will pop-up next. Now feels the right time to explain more about me and what *FE Week* is all about.

I had wanted to set up a newspaper for FE for some time, but I knew it was only worth doing if it was done properly, and properly would cost lots of money.

I began trading as Learning and Skills Events Consultancy & Training Ltd (Lsect) in January and following a successful conference season, I was able to invest 'properly' in *FE Week* in the spring.

It's November and we're going great guns. We have a talented team; including two experienced journalists, a sales team, designer and a number of freelance specialists. We are continuing to do things properly.

Since I started *FE Week*, I have visited Number 10, been invited to speak with ministers and shadow ministers and hosted several debates in Parliament.

I have met principals and CEOs and have been invited to some of the sector's most important conferences. *FE Week* has most definitely earned its place at the table.

"I love and champion FE, have an affinity with funding policy and implementation but it seems I am also a businessman with a creative passion."

You don't need me to tell you that journalists do not embrace FE; it's a complicated sector with its own language. It has been frustrating for me in the past to get journalists to write about FE, and horizon gazing as we do, it's going to get increasingly difficult.

The newspapers that have had education sections or supplements, like The Times, The Independent and The Guardian have been hemorrhaging pages, education content and in particular FE coverage has suffered. Even the TES' FE Focus is a shadow of its former self.

FE Week is plugging that gaping hole and because of our campaigns, we're able to bring FE to a wider audience. We've been quoted in national newspapers, on BBC channels and websites galore. We're doing what I intended, we're bringing FE to the fore. This is our 11th edition and I'm thrilled. If



you've been with us since our first pilot back in June, you'll agree that we've been getting better every week.

So, what makes me credible to be the owner and the managing editor of an FE newspaper? I have worked in the FE sector since 2001, most of you know my recent work as an author, consultant and through Lsect but my first taste of news was actually at university.

The University of Edinburgh student newspaper is nationally renowned and I quickly became immersed in the publication. I went from being a photographer to the picture editor, and then design editor all within my first year. From there my first full time job was with the Press Association at the HQ in Victoria.

I love and champion FE, have an affinity with funding policy and implementation but it seems I am also a businessman with a creative passion. In fact I set up my first limited company, specialising in graphic design, in 1999. *FE Week* is a combination of my passions but it's not a hobby and it's not an altruistic venture. It will only survive as a business.

We've had some amazing feedback, not all of it good. Most recently we have had to query public accusations of inaccuracies from the National Apprenticeships Service, which they have now withdrawn. I also make not apologies for including some 'fun'. As I tell my team – if they're talking about us, "it's all good".

There is a real *FE Week* buzz and I truly believe that we have created a newspaper that the sector has been crying out for.

So, my guarantee is that I am listening, and will strive to ensure *FE Week* improves week on week. Rule 1: FE only deserves the best.

Nick Linford is Managing Director of Lsect and Managing Editor of FE Week @nicklinford

FE Week Agitator

Look beneath the rates and 'complication' is everywhere



The Skills Funding Agency is very proud of themselves, and they will want to share their success. They will tell you repeatedly that in 2013/14 (assuming they still exist after the recently announced review) more than 7,000 different qualification rates will be just 30 (see table below right).

This, they will say, is proof. That's right, proof that simplification is possible, and all that 'complication' (see page 6) has been consigned to history.

But before you believe the hype, let's look at the evidence presented in the document "A new streamlined funding system for adult skills", published last month.

Perhaps we need the C4 fact checker, because all may not be what it seems.

"Ask the SFA what the rate would be for a learner enrolling on a Level 2 Diploma who has already achieved the nested certificate"

Firstly, it seems inevitable that the large employer discount will remain, so 30 rates could become 60. Then there is the 25+ discount, adding another 25 rates for non-large employers and 25 for large employers. So up to a possible 110 now.

Secondly, there will need to be reduced rates for learners who have already achieved one or more of the apprenticeships framework qualification. For example, if an Advanced Apprenticeship learner already has GCSEs in English and maths A*-C then the funding agency will not want to fund the key or functional skills. Or perhaps the learner is exempt from some of the NVQ units. Again, double funding will not be allowed. Hence, providers will need to discount the funding rate (as they do now) and to arrive at a new one.

Thirdly, every year that the Qualification and Credit Framework hangs around unloved but without alternative, more and more learners are accumulating credit. Ask the Skills Funding Agency what the rate would be for a learner enrolling on a Level 2 Diploma who has already achieved the nested Certificate. Perhaps they already have the Award and now they are progressing to the Certificate.

The reality is that the Skills Funding Agency have no answer to this accumulation of credit issue in funding terms, yet even the BIS Loans Consultation attempted to tackle it. That document said: "achievement of prior credits will be taken into account to avoid duplication, therefore reducing the amount of loan required". This is a rather unfortunate 'complication' that does not fit into their 30 rates success at creating the table below.

If the Skills Funding Agency had been bold enough to set a national credit rate, although not a perfect science, then discounting for prior attainment in this way would be a non-issue.

Let's move beyond the 30 rate claim and see where other 'complications' fester.

It would be nice to think with a rates table the need to look them up via an online database (LARA) would no longer be necessary. But it is not a table, it is a 'matrix'. This means you will need to look up the programme weighting, of which at first glance it seems they are being reduced to five.

As the table below shows there will be standard (or as I like to call it 'very low'), low, medium, high and specialist programme weightings. Five is already one more than being proposed by the Young People's Learning Agency for 2013/14, yet check the small print. Low, medium, high and specialist will differ depending on whether it is an apprenticeship or not. So in reality nine different programme weightings are being proposed!

Then there is the disadvantage uplift (DU), which is arguably the most complicated part of the demand-led funding formula. You do not know the DU value until you have recruited the learner as it is based on their postcode, and it can be worth up to 32 per cent more (accurate to four decimal places).

Despite early plans to scrap the DU element of the funding formula, it is now not only remaining but being extended to the one area where currently it is not used: non-apprenticeships workplace training (formally Train to Gain). Complication guaranteed.

Of perhaps most interest is that the main 'simplification' introduced in 2008/09 is being scrapped in the name of 'streamlining'. The current provider factor for learner-responsive (classroom) provision is based on historical values, thus providing a significant degree of stability in the system. It seems in our free and flexible sector stability has almost become a dirty word.

So when the Agency wave their rates table at you, say *FE Week Agitator* has a few questions!

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"The new rates structure, with illustrative fully funded rates, unless stated explicitly otherwise, is set out below"

Uplift / learning aim type	Standard	Low	Medium	High	Specialist
Unit	£150	£168	£195	£240	£258
Award	£500	£560	£650	£800	£860
Certificate	£900	£1,008	£1,170	£1,440	£1,548
Diploma	£2,500	£2,800	£3,250	£4,000	£4,300
16-18 fully-funded full Apprenticeship framework	£4,000	£5,600	£7,200	£8,800	£12,000
19+ co-funded full Apprenticeship framework	£2,000	£2,800	£3,600	£4,400	£6,000

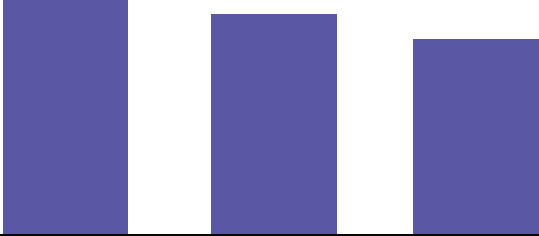
"These rates may be further reduced in line with the policy on large employers and 25+ Apprenticeships. The uplifts applied to Adult Skills Budget learning aims replace the programme weighting factors used currently and are: Standard (1.0), Low (1.12), Medium (1.3), High (1.6), Specialist (1.72). For full Apprenticeship frameworks: Standard (1.0), Low (1.4), Medium (1.8), High (2.2), Specialist (3.0)."

FE Week gets technical

FE Week brings you, on one handy pull-out, a summary of adult FE and Skills participation data from the October Statistical First Release (SFR): http://www.thedataservice.org.uk/statistics/statisticalfirstrelease/sfr_current/

Adult (19+) FE and Skills Participation by Level (2008/09 to 2010/11*) – Learner

Based on provision figures, the number of adult learners participating in the FE and Skills sector fell last year by 411,300 (-12%)



Adult (19+) FE and Skills Participation by Level	2008/09	2009/10	2010/11*	Shift	Shift
Below Level 2 (excluding Skills for Life)	496,800	435,300	369,800	-65,500	-15 %
Skills for Life	945,100	909,100	956,200	47,100	5 %
Full Level 2	968,600	971,000	972,100	1,100	0 %
Full Level 3	423,900	469,100	489,500	20,400	4 %
Level 2	1,549,000	1,451,200	1,260,400	-190,800	-13 %
Level 3	619,700	604,800	538,300	-66,500	-11 %
Level 4+	58,200	49,500	36,100	-13,400	-27 %
No Level Assigned	910,500	951,100	872,700	-78,400	-8 %
Total Learner volumes	3,771,200	3,540,500	3,129,200	-411,300	-12 %

Source: October SFR tables 2 and 15 This table includes Apprenticeships, Train to Gain, University for Industry, Adult Safeguarded Learning and Further Education/Learner Responsive Provision taken at General Further Education Colleges including Tertiary, Sixth Form Colleges, Special Colleges (Agricultural and Horticultural Colleges and Art and Design Colleges), Specialist Colleges and External Institutions. *Provisional

Adult Safeguarded Learning Participation (2008/09 to 2010/11*) – Learner

Based on provision figures, the number of learners participating in Adult Safeguarded Learning fell last year by 67,000 (-9%)

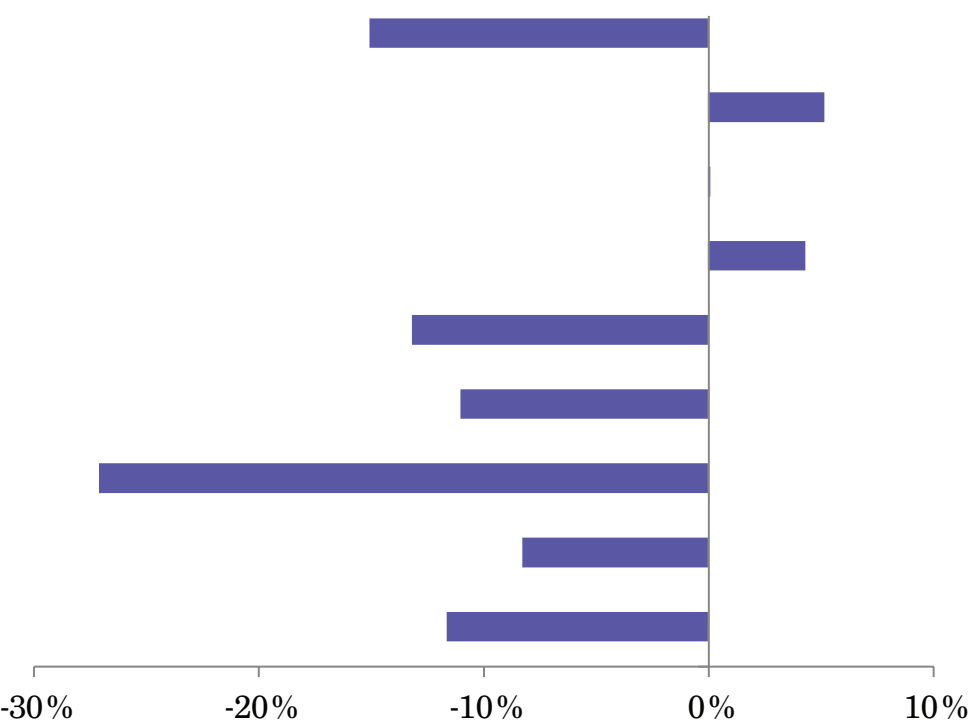


Provision Type Adult Safeguarded Learning	2008/09	2009/10	2010/11*	Shift	Shift
of which Personal and Community Development Learning	584,400	579,200	524,900	-54,300	-9 %
of which Neighbourhood Learning in Deprived Communities	40,300	43,700	43,900	200	0 %
of which Family Literacy Language and Numeracy	71,000	71,300	65,100	-6,200	-9 %
of which Wider Family Learning	80,500	79,600	73,100	-6,500	-8 %
Total Learner volumes	755,000	752,800	685,800	-67,000	-9 %

Source: October SFR tables 6 and 23 *Provisional

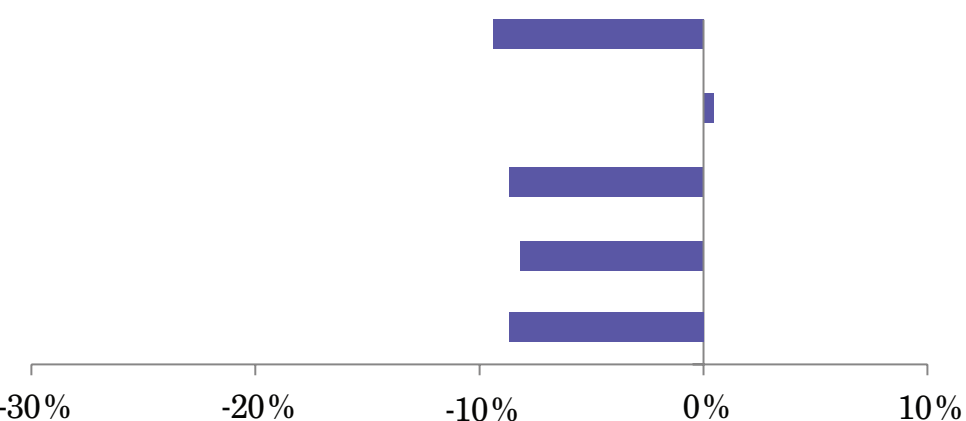
Corner Volumes

Percentage shift between 2009/10 and 2010/11*



Volumes

Percentage shift between 2009/10 and 2010/11*



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Maxine Room, Principal of Lewisham College

“*FE Week* is really showcasing the best that FE has to offer and tackling in detail, the issues that affect our sector.”

Paul Head, Principal of the College of Haringay, Enfield and North East London

“*FE Week* is a great read and I look forward to it landing on my desk every week. It’s much needed in the sector and long overdue.”

Karen Dobson, Principal of Newcastle under Lyme College

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FE Week campus round-up

Westminster Kingsway College sees golden opportunity for employment at Olympics



A college opened its doors to help a community realise its Olympic dream.

Westminster Kingsway College welcomed Lord Coe, chairman of the London Organising Committee of the Olympic and Paralympic Games (LOCOG), at the Camden Council Employment and Skills Opportunities Fair.

It was held to ensure residents and students in Camden are aware of the employment opportunities during the London 2012 Olympic Games.

The fair, at the college's King's Cross Centre, gave residents the chance to meet businesses recruiting for thousands of jobs in a wide range of industries and training providers like the college, who offer specialist vocational training.

Lord Coe, with the college's principal Andy Wilson and the leader of Camden Council, Councillor Nasim Ali OBE, opened the fair and visited the 'Have a Go' Pancake Challenge with

Professional Chef Diploma students.

He said: "I have greatly enjoyed visiting the fair and highlighting to Camden's residents just how many opportunities there will be with London 2012 over the next few months.

"The London Borough of Camden will play a key role in the London 2012 Games next year, hosting the world's media in Bloomsbury.

"Camden's creativity and energy will ensure that they get the best first impression of London and what the Games will be all about."

Mr Wilson added: "The Olympic and Paralympic Games are a real motivation for our students and the young people of London to get involved during London 2012.

"At Westminster Kingsway College, our students are already participating through volunteering, skills training and employment opportunities and we will be able to build a lasting legacy for our students during and after the Games."

Kingston College scores celeb endorsement for UK's first ever women's football academy



A star footballer was on hand at a college to kick-off the UK's first-ever women's football academy.

England international Alex Scott officially opened the new Kingston College Women's Football Academy in partnership with Puma.

The Alex Scott Academy is the first academy of its kind in the UK and highlights the growth of the women's game.

Kingston College's head of school for sport and leisure Jade Mountain said: "I am delighted to be here at the official launch of The Alex Scott Academy. We couldn't ask for a better figurehead and ambassador for the Academy than Alex. She is an England international and professional player in the USA and she came through an Academy system herself, demonstrating just how effective they are.

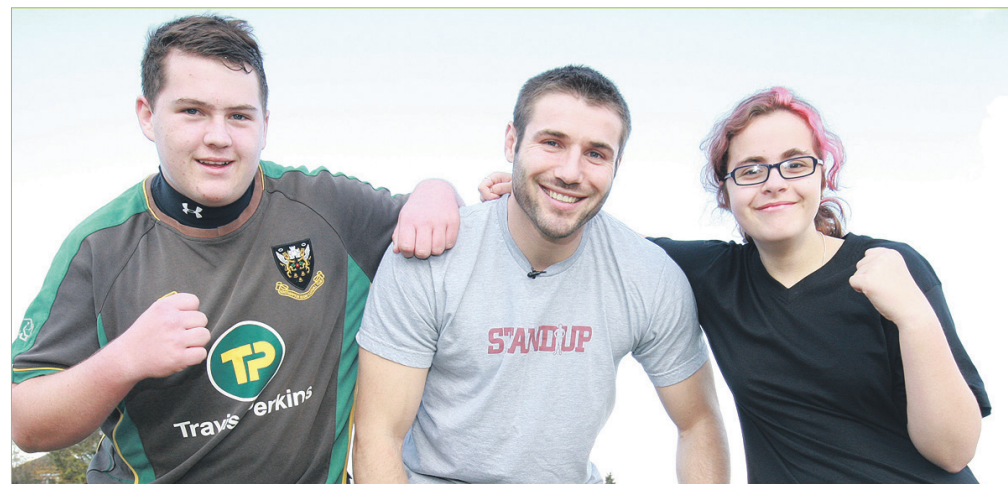
"We are proud to be associated with an

individual who can offer our players real support and inspiration."

Scott said: "I am delighted to have officially launched the Alex Scott Academy. To be able to give the girls the opportunity to play and study just like I did is something that I'm very honoured and proud to be doing."

Andy Taylor, from Puma, added: "Puma is proud to be associated with the Alex Scott Academy at Kingston College. The college is a key partner in education and innovation as it promotes excellence in the classroom as well as on the field."

The new academy aims to provide players with an unrivalled calibre of training, skills development and match play and Kingston College's ongoing commitment to offer quality football provision has been recognised with this partnership.



Ben Cohen stands up for anti-bullying charity

A rugby hero was back on home turf to spend the day with college students promoting an important message.

Celebrated England Rugby World Cup winner and former Northampton Saints player Ben Cohen raised awareness of his new anti-bullying charity - Ben Cohen StandUp Foundation - at Northampton College.

The aim of the foundation is to combat bullying and homophobia, and during his visit, Cohen talked to college students about the long-term, damaging effects of bullying, in particular homophobia in sports.

He also had the chance to speak to bullied victims about how they have been affected in a special 'anti-bullying cafe' as well as leading an exciting rugby training session.

Northampton College principal Len Closs said: "We were delighted to welcome Ben along to the college as part of this special event. The Ben Cohen StandUp Foundation is founded on values which reflect our whole ethos regarding bullying and harassment and we are keen to

help promote his important message to stamp it out.

"Our students enjoyed meeting such a significant local sports hero and being involved in raising awareness of this important cause."

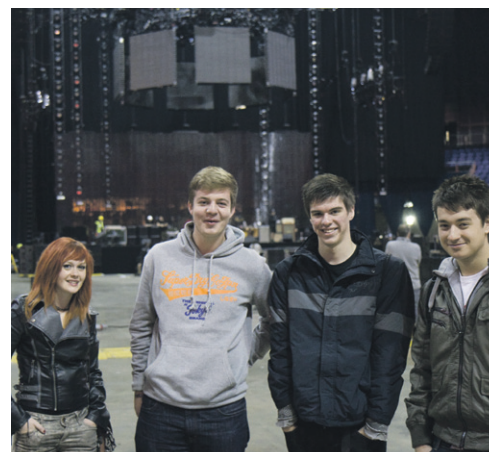
Cohen said: "I enjoyed spending the day with the students at Northampton College and am proud a college in my home town is the first to become an official 'StandUp' College.

"Bullying affects so many people. It damages lives and young people's futures. I am putting my whole time into combating it, wherever and to whom ever it occurs. I am incredibly privileged to have a voice to be able to do this and relishing the challenge."

Music student Joseph Conetta said: "I think it's great that Ben has changed career focus and is now concentrating on promoting anti-bullying.

"It's crucial we all stand up against bullies and I think the student body at Northampton College is totally on board with that. It was an interesting day."

South Essex College students inspired by back stage tour of Red Hot Chili Peppers gig



founder further education Colleges, of which South Essex College is a part.

Students focused on the preparations and logistics of moving a built show into a new venue, where they spent a day front-of-house and on the show floor learning about the roles and responsibilities involved in putting together shows on this scale.

The college's curriculum leader for Music Practice and Music Technology, Hayley Hill, said: "We were blown away by the sheer number of skilled workers that were needed to mount a single night in a venue of this size."

With the UK experiencing a surge in live music events - contributing £1bn to the economy each year - such inspirational days are increasingly vital to the industry and the creative economy.

Paul Latham, the head of Live Nation and chairman of the National Skills Academy for Creative and Cultural, said: "Finding people who want to work in the music industry isn't the hard part, this is an attractive industry with many a young person wanting to work in it.

"Finding the right person with the right skills and attitude is a different matter. Production Day Visits give these students a real insight into what it takes to put on a world-class show."

A group of students went behind the scenes at one of the hottest gigs in town.

Four Media and Creative Arts students from South Essex College took not so much centre stage, but more backstage, as they headed to the American rockers Red Hot Chili Peppers' gig at the O2 last week.

The get-ins, rigging and sound checks won't have been seen by the thousands who went to see the show, but they were witnessed by college students from the National Skills Academy's 20

Celebrity 'petrol heads' stop to refuel at Central Sussex College campus car challenge



Central Sussex College's Motorsport team was pleased to show off its modified vehicles at the second RAC Brighton to London Future Car Challenge at the weekend. The cars created plenty of interest from visiting celebrities.

The entrants – including celebrity car enthusiasts Quentin Willson, Kevin McCloud (Grand Designs), actor Robert Llewellyn, DJ Mark Goodier and Formula One legend Damon Hill OBE – made a refuelling stop at the College's Crawley campus.

More than 65 eco-friendly vehicles completed the challenge, stopping at Central Sussex College along the way.

The event was staged, promoted and judged in three categories – Electric, Hybrid and Internal Combustion Engine – and split into seven vehicle classes.

Within each category, entries were measured in various modes for the energy used during the drive from Madeira Drive, Brighton, to Pall Mall, London. The challenge was to complete the event with the least energy impact.

Formula One designer Gordon Murray was the overall challenge winner, driving his T.27 prototype. He said: "It's a fantastic showcase for technology and the Royal Automobile Club should be proud of the event."



Dearne Valley College archery champion points the way for new fitness centre

An Olympic hopeful was on target at the opening of a college's new fitness centre.

Archery World Championship medal winner Amy Oliver (24), from Swinton, who hopes to compete at London 2012 Olympic Games, officially opened the new extended fitness facilities at Dearne Valley College (DVC).

Amy, a former DVC student, was on hand with current students, staff, contractors and invited guests to unveil the plush new centre.

After securing £225,000 of funding, O&P Construction Services Limited completed the extension works in July, designed by Globe Architects.

The extension works included a single storey extension to house extra gym equipment and a free weights area.

The College secured the Renewal Grant allocation funding for capital projects from the Skills Funding Agency to which the college added £450,000.

The grant allocation was also used to replace the roof to an area known as The Street, which is a main thoroughfare through college.

Paul Townsley, DVC principal and chief executive, said: "We are delighted Amy has taken the time out of her busy training schedule and commitments to visit our facilities.

"The extension to the sports centre and the addition of sports equipment will allow us to extend our offer and service to the local community and allow for additional curriculum usage."



Herefordshire College of Technology go green and win award with sustainable cafe

A college's café has been handed a prestigious award.

The Straw Bale Café at Herefordshire College of Technology's (HCT) Holme Lacy Campus received recognition at the West of England LABC Awards by winning the 'Technical Innovation' category in the local and most recently, the national finals.

The LABC awards are all about excellence achieved through building standards, technical innovation and sustainable designs.

The judges said: "The team behind this project were not afraid to use some unusual materials and construction techniques.

"In doing so, they have created for Herefordshire College of Technology a new refectory that is an exemplar of sustainable construction."

HCT's principal Ian Peake said: "We were thrilled to win this award which recognises

that we are at the cutting edge of building technologies - setting an example of what is possible to our students and employers."

For the café's architects and designers at Hewitt Studios, sustainability was a key aspect of the project and from the outset it was decided that as many of the construction materials as possible would be supplied from the Holme Lacy estate.

Paul Younger, the project architect for Hewitt Studios LLP, said: "We are delighted to receive this recognition for such a trail-blazing sustainable project.

"It is testament to the college's commitment to green-issues that they commissioned such an experimental building in these uncertain times - not to mention their contribution of labour, straw, cedar and plants from the college estate.

"We hope that it will provide an affordable model for future sustainable building."

Cornwall College makes 'light' work of cake



Students helped Cornwall Film Festival celebrate its 10th birthday in style this week, by creating a bespoke birthday cake for the special occasion.

Five Level 3 patisserie & confectionery chefs spent weeks designing and constructing the metre high cake in the college kitchens after their classes to ensure it would be ready in time for the festivities.

The cake featured a slender towering centre-piece of a Cornish lighthouse, standing, on a

base of 15 kilos of chocolate cake depicting rocks and waves. The lighthouse itself was completely edible, even the windows. The cake was topped off with a fully-functioning LED 'search' light.

Dave Trevena, Catering & Hospitality lecturer at the College, said:

"The cake looks amazing and the students have done a wonderful job.

It's been a great project for them to work on and has really allowed them to enhance and develop their existing skills."

FE Week events...

Future not so bright for careers guidance says ICG conference

Nick Summers

@summersnicholas

Careers advice is going through an unprecedented transformation.

Professionals in the further education (FE) sector are increasingly being told to 'do more with less' as budgets are cut and new legislation is drawn up.

The outlook therefore appeared bleak at the Institute of Careers Guidance (ICG) Annual Conference. Representatives from colleges, universities and other educational organisations united in Brighton to remind the coalition government they weren't convinced with the upcoming changes.

Ian Barratt, chief executive of the ICG, opened the event titled 'New Beginnings - Sustaining the Future' before handing over to Paul Chubb, director/professional adviser at Careers England in the Thistle Hotel.

Mr Chubb said: "We've had a number of changes to do with legislation.

"It is mostly going to affect, in a dramatic way, what happens to young people. Never have we had so much to argue about, and to point out what is wrong and remains wrong."

His remarks were followed by a formal address by Steve Higginbotham, president of the ICG.

"Change is always a challenge and for some people too hard to face"

Mr Higginbotham highlighted the pressing matters that would be discussed at the conference, such as new funding policy for the sector, emerging delivery models affecting careers guidance, the marketisation of the careers guidance sector and innovative new approaches to career professional practise.

The audience, which included more than 100 delegates, looked both anxious and impassioned by the ICG President's words.

Mr Higginbotham mentioned lobbying specific amendments in the Education Bill, but otherwise there seemed to be few words of optimistic advice for careers professionals.

"The last 12 months has probably been the most intensive and sustained period of change ever, to impact on the institute and the careers related sector," Mr Higginbotham said.

"Whatever happens in the future, it's going to be clear there will be significantly less funding available. We recognise there's still much to be done."

One of the biggest concerns for the FE sector is the future of face-to-face careers guidance sessions, which under new proposals will be sidelined in favour of online and telephone services.

"Access to face-to-face careers guidance for young people will be a post code lottery," Mr Higginbotham added bluntly.

After a short break for coffee Ruth Spellman, chairman of the Careers Profession Alliance, stepped up to the podium to give a keynote presentation titled 'New Careers Services; Renewing the Profession'.

"I see a lot of low morale, I see a lot of weariness, I see a lot of fragmentation, and real practical difficulties in delivering a great service," Spellman said.

"This is incredibly important work. We need as never before to stand together."

She suggested that advances in technology would not make up for the upcoming shortfall in face-to-face careers guidance sessions.

"Technology will not provide advice. Let's not pretend that technology is the answer. Computers won't do it for us," Spellman added.

John Hayes, minister for further education, skills and lifelong learning, arrived during the latter part of Ruth Spellman's presentation. The atmosphere immediately became tense as delegates fidgeted in their seats and prepared the questions they hoped to ask the Minister.

Mr Hayes stepped up to the microphone in long strides and said: "The National Careers Service will be launched next April, and builds on Next Step, introduced last Summer, which has been and continues to be a vital and successful Government service.

"Next Step has the capacity to provide guidance to 700,000 adults a year, and can handle up to 1 million telephone guidance sessions and 20 million website sessions. And over 80 per cent of adults receiving guidance say that it influences their decision to learn or move on in employment."

Mr Hayes later announced he would create 250 sites that combined the National Careers Service with colleges and Jobcentre Plus by the end of 2012.

The Minister then refuted the idea that careers guidance was better during the era of the Connexions service.

"Change is always a challenge and for some people too hard to face," Mr Hayes said.

"We've heard too much talk of a 'golden age' in careers guidance which is at risk. I don't want you to have any illusions that the past was better than the future. Although the Connexions service had an impact on the lives of many young people, it was a model that simply did not work."

He added: "The Connexions model stretched professional careers advisers to breaking point, requiring of them that they give expert



John Hayes, Minister for FE, Skills and Lifelong Learning

Pictures by Nick Linford



Peter Lauener (YPLA) and Lynne Sedgmore (157 Group) spoke to the attentive audience in Brighton



advice on health, housing, personal finance and other matters.

"This was not the right model for professional careers guidance and it will not be the model for the future."

"I see a lot of low morale, I see a lot of weariness, I see a lot of fragmentation, and real practical difficulties in delivering a great service"

A number of workshops and exhibition sessions were dispersed throughout the afternoon to break up various keynote presentations by Bill Law, from the Career Learning Cafe, Dave Simmonds, chief executive of the Centre for Economic and Social Inclusion, and James Kelly, director of policy and strategy at Ingeus.

Day two started with speeches from

two heavyweights in the FE sector; Peter Lauener, chief executive of the Young People's Learning Agency (YPLA), and Lynne Sedgmore, chief executive of the 157 Group.

This then lead into a personal and insightful keynote presentation from Simon Hughes MP, deputy leader of the Liberal Democrat Party and Government Advocate for Access to Education.

Mr Hughes said: "The job of careers professionals will be more important in the future, not less.

"If we can get through the really difficult one year between system A, and system B, and the economy can recover, there's a good chance of a fantastic future.

"I want you to keep campaigning, for everybody who needs it, to have face-to-face advice and guidance when they're in their teens.

"If we don't do that, the better prospects will go to the people from the better advantaged backgrounds, and that's not what you and I are in business for."

Students honoured at annual Helena Kennedy Foundation awards ceremony

Nick Summers

@summersnicholas

Students who excelled in exceptional circumstances were recognised at the glamorous Helena Kennedy Foundation (HKF) Awards.

More than a dozen learners were invited to the House of Lords to receive their certificate from Baroness Kennedy QC, president of HKF.

Each year, HKF invites further education and sixth form colleges and adult education centres across the UK to nominate up to five learners for an award.

“We’re celebrating the success that you have achieved already, and wishing you well in the next step of your academic career”

Set up in 1998, the awards are aimed at providing support to students from the sector who have overcome significant obstacles, both financial and personal, to complete their further education.

Baroness Kennedy said: “It’s only right

and proper that we should all be in the most important building in our nation - because we’re celebrating you.

“We’re celebrating the success that you have achieved already, and wishing you well in the next step of your academic career.”

She added: “It’s wonderful to see so many more women, people from ethnic minorities, and people from all sorts of backgrounds entering into all sorts of walks of life, and it’s all been because of educational opportunities.

“We’re giving them (awards) to you because of the courage you have shown, the sheer grit of saying ‘I’m going to do this’, and you’ve done it.”

Sam Parker, a former award winner in 2008, gave an emotional speech explaining how he had been supported through both further and higher education.

Mr Parker said: “I had a lot of negative experiences at school. Unfortunately I left with only a couple of low grade GCSEs.”

Sam developed a number of mental health issues in late adolescence, but had the courage to refer himself to a local mental health team.

A therapist said he should return to education and despite some resistance, Sam went on to complete his maths and English GCSEs, as well as an Access to HE course.

Sam later won an Adult Learners’ Week Award and the London region award for Access



Picture by Nick Summers

Baroness Kennedy presents an award to Vincent Atigla at the HKF awards last week

to HE.

He received a gold scholarship from the HKF and went on to gain a first class honours degree at university, despite dealing with the death of a relative in his second year and a job interview during his final year - both on the same day as his final exams.

Mr Parker said: “I’m really grateful to the Foundation for all the help over the past 3 years, because it’s not just financial, it’s practical, personal (support).

“Congratulations to all this year’s award winners, and thanks again for all your (HKF’s) help.”

Celebration for an #FEhero and the adult education ‘campaigner-in-chief’

Shane Chowen

@shanechowen

It is an honour to be able to pay tribute to Alan Tuckett, who retired from the National Institute for Adult Continuing Education (NIACE) after serving 23 years as its Chief Executive after an inspiring career in our sector.

Professor Tuckett’s journey in adult education began in the mid-70s as a lecturer in Brighton where, after a decision by the Leader of the Council to abolish spending on informal learning, our sector’s campaigner-in-chief fought his first of many battles to defend public spending in adult learning.

But it was in 1988, after serving as one of FE’s youngest Principal’s, when Alan took to the helm of NIACE, where Alan would embark on a mission which would see him, and his organisation, become the epicentre for campaigning for the right to learning for millions of adults across the country.

Over the years, Alan’s passion and dedication has been one of the few constants in further education tallying up a series of

impressive wins. Not least amongst these creating Adult Learners’ Week, which puts the spotlight on adult learners, teachers and providers to showcase and celebrate the lifechanging power adult education can wield – now in its 20th year.

Under Alan’s stewardship, NIACE has become the authoritative voice in Parliament, and elsewhere, on adult education and particularly the unindulged area of informal learning. It is in no small part down to Alan’s leadership at NIACE that has meant that when budgets across the public sector faced unprecedented cuts in spending, that the Adult Safeguarded Learning budget maintained its budget of £210 million; ensuring the vast opportunities that learning provides to millions of adults will continue. More recently, Alan was central to the campaign which last week led to the policy u-turn allowing all ESOL learners seeking work full fee remission regardless of benefits status.

David Hughes, formally Provider Services Director at the Skills Funding Agency, takes over at NIACE while Alan says he plans to, “practise more of what I preach – engaging

in learning as a teacher and student, and to step back from organiser to supporter of NIACE’s work.” But what is our loss is the International Council for Adult Education’s gain, where Alan was elected to serve as President until 2015; the first European to hold this office.

They say the most powerful thing you can do as a leader is leave a legacy. It is clear that few in education have left a legacy more laudable, more important or more powerful than the one Alan Tuckett leaves behind this week. For this Alan, you are hereby inducted into the *FE Week* Hall of Fame and, for us, a #FEhero.



Pictures by Nick Linford



Alan’s Argentinian shoes stole the show at the House of Commons retirement bash last week

FE Week events...

Apprenticeships in identity crisis at the *FE Week* 'Real or Rebrand' debate

Nick Summers

@summersnicholas

The definition, purpose and identity of apprenticeships was criticised heavily at the 'Growth in Apprenticeships: real or rebrand?' debate held in the House of Commons last week.

More than eighty representatives from colleges, training providers and political parties discussed the rising number of apprentices aged 25 and above, and whether this was simply a 'rebadging' of the Train to Gain initiative.

"When is an apprenticeship really an apprenticeship?"

Teresa Firth, Senior Skills Policy Manager at the Association of Colleges (AoC), said: "When is an apprenticeship really an apprenticeship?"

"It's perhaps not unjustifiable for Morrison's to deliver a program in a certain amount of time, but it's inappropriately named an apprenticeship.

"It may be appropriate for those individuals in that circumstance and at that time to meet those very specific needs - but it's not an apprenticeship."

As the funding and structure of vocational training continues to broaden, the very concept of what an apprenticeship should be was brought into question on numerous occasions..

Gordon Marsden MP, Shadow Minister for Further Education, Skills and Regional Growth, said: "What is an apprenticeship, and how do you define it? That is very key and very important.

"It's almost worse for a young person to remain unemployed then to be put into a position of training that then doesn't take them any further to the employment position."

Judy Brandon, National Policy Manager at the Association of Employment and Learning Providers (AELP), said there also needed to be a debate about the funding of apprenticeships.

She said: "Once you've got that definition, you then have to work out who pays. Who pays for which elements in particular?"

The further education sector is often quick to pounce on private training providers, asking them to take greater responsibility for the needs of the economy and individual learners.

However, Mick Fletcher, a visiting Research Fellow at the Institute of Education and consultant, said that providers shouldn't be blamed for taking advantage of the system.



"Providers are doing exactly what under the current system they're supposed to do," Mr Fletcher said.

"It raises some big question marks as to whether we want a system in which we try to design everything at the centre and then apply a series of sticks and carrots to try and drive providers in particular directions."

A number of training providers were in attendance at the debate, but it was down to Karen Martin, Skills and Enterprise Director at Ixion Holdings Ltd, to justify the industry's behaviour.

"The growth of apprenticeships was inevitable," she said.

"Employers are being told, or sold, apprenticeships as opposed to NVQs, as that's where the money is. That's where the funding is now, and I don't think it's unreasonable for providers to be selling where the funding currently sits, and where the future for funding is.

"The government priority came out last year that apprenticeships were the priority, and I think the training providers have adapted exceedingly quickly to change their delivery models."

Apprenticeships are often portrayed as a solution to the growing number of young people not in employment, education or training (NEET).

But as the number of new apprentices aged between 16 and 24 slows down, it's inevitable that colleges are starting to look elsewhere as a means to hitting government targets.

Ray Shilling, Head of Employer Training Solutions at Westminster Kingsway College, said: "We try and do as many 16 to 18 year-olds

as possible, but there's not the jobs out there to apply for, so it's become a stagnant market.

"When April hit our policy within the college was to concentrate on apprenticeships and grow apprenticeships even further - so the biggest area you can grow apprenticeships in is for learners aged 25 and above."

The majority of attendees agreed that in principal, there was nothing wrong with retraining or re-skilling employees. The problem is that once learners gain an apprenticeship qualification, sometimes it has an insignificant effect on their career.

"the real problem with apprenticeships is the fact that people don't understand them"

A spokesperson from National Institute of Adult Continuing Education (NIACE) said: "People do need opportunities to progress throughout their working lives.

"People who are already working for the employer and then being put onto an apprenticeship programme - sometimes that is not a bad thing. But if the person who goes through an apprenticeship stays on the same job, or doesn't get any pay rise, then is that really a good use of public money? I'd suggest not. If professionals can't work out what an apprenticeship is, imagine what it must be like for the learner."

Peter Cobrin, National Education Director

at www.notgoingtouni.co.uk, said the government needed to provide secondary schools with better guidance and support.

He said: "There's an elephant in the room here. If you ask anybody what the real problem with apprenticeships is, it is the fact that people don't understand them, the people that need to know about them don't know about them, and that is because the Department for Education (DfE) is almost ideologically predisposed against vocational learning and vocational training."

Mr Cobrin added: "Twelve weeks working in a catering establishment and coming up with an certificate - is that an apprenticeship? Or three years working in an engineering company - is that an apprenticeship? We haven't got a handle around what it is."

Funding and payments were a central issue to the discussions. As plans for a further education loans system continues to gain momentum, the apprenticeship wage was brought into question.

Martin Prescott, Managing Director of HT Skills, said: "It's enormously difficult to get young people to go into a job at £19 a week when they can sit at home for £63 a week.

"That is a fundamental problem and there are only a few ways to solve it."

Dave Hall, Director of Work-based Learning at Sunderland simply said: "I'm worried to death about the future of apprenticeships."

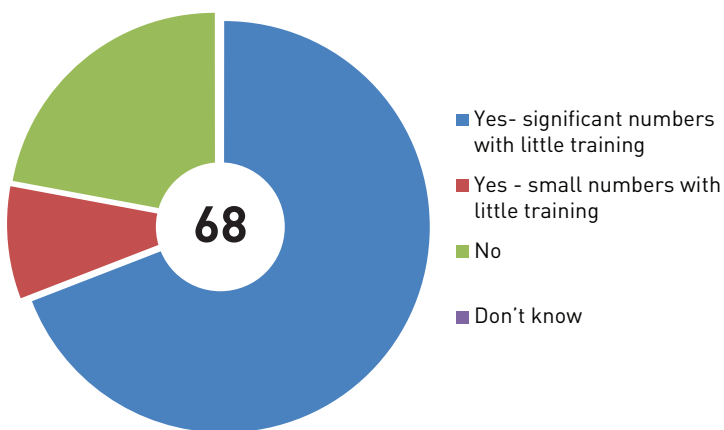
The debate identified serious concerns not only with the funding mechanisms behind apprenticeships, but the very concept of vocational training.

Apprenticeships need to work out its on-going identity crisis, and fast.

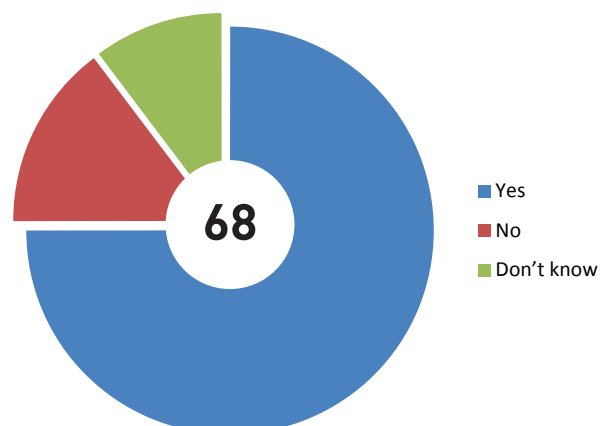


Results from an online ‘real or rebrand’ survey

Are you concerned that much of the growth in 25+ apprenticeships is a rebrand of Train to Gain?



Should large employers have to make a minimum cash contribution?



A selection of comments from the survey published here with permission:

Neil Campbell, Managing Director, Skills Strategy Research Ltd: "The focus of short schemes is on assessment and not learning. Apprenticeships have to be built on a quality learning programme (which could have some flexibility over length) - otherwise the value is dramatically reduced"

David Bowyer, Curriculum Manager, Derwentside College: "There's little evidence to show that this has been carefully thought through and simply increasing +25 Apprenticeship numbers but with the added commitment of Literacy, Numeracy and possibly ICT will be hugely detrimental to success."

Claire Arbery, Head of Apprenticeships, City of Bristol College: "Government policy drive provider behaviour. Training providers with no experience in the complexity of Apprenticeships are springing up because of the switch from to Train to Gain."

Mike Hopkins, Principal, Middlesbrough College: "Ministers have set targets and officials are charged with 'devices' for ensuring that targets are met."

Jane Lamer, Head of Quality, Fareport Training Organisation Limited: "Most apprenticeship providers are professional organisations who provide quality provision - training is often delivered one to one or using technology and the sector has so much great work that should be celebrated, however huge growth in 25+ has gone to old TtG providers who are out of their depth delivering the demands of the Apprenticeship programme and employers who are seeking to cash in on the political commitment to Apprenticeships and are providing "quick fix" apprenticeships. Training existing staff using Apprenticeships has great value but why should this be fully funded by the Government when there is support needed for SME's who are essential to growing our economy. There is however still some great work going on and the whole debate risks under valuing that."

John Green, Regional Manager, System Training: "Large employers are using apprenticeship funding to pay for qualifications for existing staff that are in the main already trained and competent in their roles. Funding should be used for the purpose intended, to up skill the workforce and develop the workforce of today for tomorrow."

David Bucknall, Operations Director, Nova Training: "The Adult Apprenticeship is offering much more than TtG and in our case the delivery of Functional Skills within frameworks is enabling employers and employees to deal with low levels of literacy, numeracy and ICT thus making businesses more efficient and professional".



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Closing Date: Friday 18 November 2011

(interviews early - mid December)

For job description and online application please visit www.lmc.ac.uk or www.fejobs.com, or for a job application pack (various formats) phone 01524 521507 / email jobs@lmc.ac.uk. All posts are subject to a CRB Disclosure in line with our policy of safeguarding and promoting the welfare of learners.



Principal: Yorkshire Coast College.
£70,000 per annum plus benefits



Are you motivated
and career focused?
**Are you ready to
embark on a journey
to Principalship?**

Closing date: Friday 18 November 2011

Interview date: Thursday 08 and Friday 09 December 2011

The Grimsby Institute Group (GIG) is one of the East Coast's largest providers of Further and Higher education. The group comprises of thirty sites including Grimsby Institute, University Centre Grimsby (UCG), Yorkshire Coast College in Scarborough and Lincolnshire Regional College in Skegness.

WE ARE SEEKING A DYNAMIC, PROGRESSIVE AND ENTHUSIASTIC INDIVIDUAL WHO WILL:

- Work as a member of the Institute Group's Strategic Leadership Team.
- Be a catalyst that helps to shape the Institute Group for years to come.
- Contribute to the successful delivery of the Institute Group's Vision, Mission and Strategic plan.
- Be a strong people manager who can be a role model, leading by example, with ability and passion to raise learner success rates.
- Proactively maintain and develop partnerships with key stakeholders in Scarborough and the surrounding area.
- Be a colleague who is confident, creative and innovative with the energy, drive and enthusiasm to lead, inspire and motivate learners and staff.

IN RETURN WE CAN OFFER YOU:

- A generous remuneration package.
- Subsidised health care and benefits.
- An exciting opportunity to be a major part of transformational change.



If you feel you can tick these boxes and are ready to take the next chapter in your career, we want to hear from you! For an informal discussion please contact **Graham Towse, Vice Principal Curriculum & Quality** on 01723 356168. Apply online at www.grimsby.ac.uk/vacancies

An outstanding reputation. Be part of it.



Principal & Chief Executive £Competitive

- High ambitions for our learners and a commitment to ensuring they achieve their full potential
- A strong team ethos with a commitment to quality and success
- An enviable track record of achievement

If you share these traits, it's possible that this could represent a defining opportunity in your career. With a turnover of £30m (of which £20m is linked to 16-18 provision), Bury College represents a unique and exciting professional challenge.

Our commitment to providing outstanding learning experiences and a £40m programme of investment in our campus has ensured that we are well positioned to respond to the needs of Bury and surrounding areas of Greater Manchester.

As the FE sector enters a period of substantial change we are looking to the future with confidence and purpose, ready to build on our formidable achievements to date. We are determined to sustain high levels of performance and explore opportunities for growth and new income streams.

Alongside this we are committed to our role in the local community, supporting the local economy and its businesses, growing the skills pool and fulfilling our role as a community resource.

You should be able to demonstrate a wide range of FE experience, both operational and strategic, and we expect you to have current or recent experience in a senior FE role. A rare blend of commitment to the holistic development of the learner combined with entrepreneurial talents will enable you to identify new opportunities for the college while retaining a close focus on our performance. Be assured that expectations are high, but you will inherit a strong and experienced team, benefit from the support of a committed and able governing body and be part of a team that is driven by performance and achievement.

For more information, please visit www.buryprincipal.co.uk or contact Mike Galloway or Trudy Searle at Navigate on **0844 800 5300**. Closing date: 25th Nov. Longlist interviews: 7th, 8th, 9th Dec. Final interviews 19th & 20th Dec.



Bury College is committed to ensuring equality of opportunity, celebrating diversity, safeguarding its learners and expects all staff to share these commitments. We welcome applications from all sections of the community.



Birmingham Metropolitan College is recruiting talented, motivated, highly skilled staff. Join an inspirational college whose reputation for innovation and excellence is outstanding.

Assistant Principal - Learning & Learner Achievements c£65,000

To work in the Quality Directorate and across the College to take a lead role in implementing College Quality improvement strategy with particular focus on learner achievements.

To apply, please complete the College application form with a supporting statement and email to vacancies@bmetc.ac.uk and for more information, please go to www.bmetc.ac.uk

Closing date: Friday, 18th November 2011.



Birmingham Metropolitan College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. An enhanced CRB check is required for all successful applicants.

An equal opportunity employer

boston:college

PROGRAMME LEADER FOR A LEVELS

£34,744 pa

Job Ref: 0456

For an informal discussion, please contact Tony Flanagan on (01205) 365701 ext. 4407.

Closing date: Tuesday, 15th November 2011 by 12 noon.
Interview date: Wednesday, 30th November 2011.

For more information and to apply online, please visit www.boston.ac.uk Alternatively, you can call our automated jobline on (01205) 313290 or email: recruitment@boston.ac.uk quoting the job reference number. All posts are subject to CRB checks. CVs will only be accepted in conjunction with a full application form.

Boston is committed to promoting Equality and Diversity.

www.boston.ac.uk

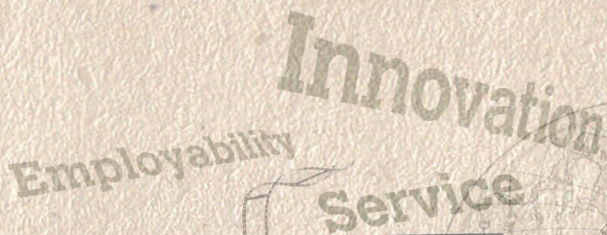
FE Week is fast becoming the number one destination for the FE Sector.

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For display advertising opportunities plus bespoke creative solutions including sponsorships, supplements, advertorials, inserts, wraps, creative ad shapes etc. please contact Gemma Ryder on gemma.ryder@feweek.co.uk

For recruitment advertising solutions please contact Claire Edwards on claire.edwards@feweek.co.uk or contact the advertising team on 0208 123 4778





Our product portfolio is made up of:

A range of vocational qualifications for schools

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FE Week Sudoku challenge

			3	4				7
5	7		8	1		2		
					2			1
1		7	6	3		4		9
		9		8		5		
3		2		9	7	1		8
7			1					
		1		5	8		3	4
8				2	4			

Solutions: Next week

								9
2			5			3	1	8
1		6	4					5
			7			5		
		8		3		6		
		1			4			
6					1	7		2
7	2	3			9			4
4								

The winner will receive
an FE Week mug!

Last Week's solutions

7	3	2	8	9	1	6	4	5
9	6	4	7	2	5	1	8	3
1	5	8	3	6	4	9	2	7
2	8	3	5	4	9	7	6	1
5	7	9	1	8	6	4	3	2
4	1	6	2	3	7	5	9	8
3	9	5	4	1	2	8	7	6
8	4	1	6	7	3	2	5	9
6	2	7	9	5	8	3	1	4

Difficulty:
EASY

1	4	9	3	2	6	5	8	7
6	8	7	5	4	1	2	3	9
5	3	2	8	7	9	1	4	6
7	2	3	9	8	4	6	5	1
8	6	1	2	5	3	7	9	4
4	9	5	6	1	7	8	2	3
9	5	6	1	3	8	4	7	2
2	1	4	7	9	5	3	6	8
3	7	8	4	6	2	9	1	5

Difficulty: **HARD** **FE Association:** 157 Group

FE Week mini-mascot

Follow the adventures of *FE Week's* biggest and smallest fan!



“ZZZZZZZZZZZZZZ”

You can also follow our *FE Week* mini-mascot
on Twitter [@daniellinford](#)